

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: Borough of High Bridge County: Hunterdon

Employee Organization: High Bridge Police Department Employees in Unit: 6

Base Year Contract Term: 1/1/2008 12/31/2011 New Contract Term 1/1/2012 12/31/2014

Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

		<u>Base Year - Total Costs</u> (Last Year of Previous agreement)		<u>New Base Year - Total Costs</u> (First Year of Successor agreement)	
		Column A	Column B	Column C	Column D
		<u>Economic Inside Base Salary</u>	<u>Non-salary Economic Outside Base Salary</u>	<u>Economic Inside Base Salary</u>	<u>Non-salary Economic Outside Base Salary</u>
Section III: Economic - Costs inside base salary					
Salary		<u>\$468,486</u>	N/A	<u>\$502,748</u>	N/A
Increment		<u>\$34,263</u>		<u>\$8,222</u>	
Longevity		<u>\$4,030</u>		<u>\$8,060</u>	
Section IV: Additional Costs List economic Items: indicate either inside or outside base salary as agreed to between the parties.					
<u>Item Description</u>					
Item 1	<u>Overtime</u>		<u>\$55,211</u>		<u>\$71,222</u>
Item 2	<u>Unused Sick Time</u>		<u>\$41,255</u>		<u>\$41,555</u>
Item 3	<u></u>				
Item 4	<u></u>				
Item 5	<u></u>				
Item 6	<u></u>				
Item 7	<u></u>				
Item 8	<u></u>				
Item 9	<u></u>				
Any additional items list on separate sheet		Additional Items			
Section V: Totals - Sum of costs in each column		<u>\$506,779</u> (Total Economic) Section III & IV	<u>\$96,466</u> (Total Non-salary Economic)	<u>\$519,030</u> (Total Economic) Section III & IV	<u>\$112,777</u> (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year(previous agreement)	\$506,779				
Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014		
Percent Increase	0%	1.5%	1.5%		
Actual dollar increase	\$12,251	\$12,583	\$22,070		
Total Economic Costs (successor agreement)	\$519,030	\$531,611	\$553,681		

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)	1%
Dollar Impact (average per year over term of agreement)	\$15,635

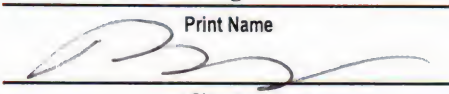
Section VIII

Medical Costs	Base Year	Year 1			
Cost of Health Plan	\$68,597	\$81,343			
Employee Contributions	\$0	\$8,303			
Prescription	\$19,453	\$23,433			
Dental	\$10,035	\$10,837			
Vision	\$0	\$0			

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: Bonnie Ann Fleming Title: CFO/CTC

 Print Name

Signature Date: 4/10/2013